

**ABRIDGED REPORT EXECUTIVE COMMITTEE MEETING
NEW JERSEY STATE FIREMEN'S ASSOCIATION
WALL TOWNSHIP NEW JERSEY May 18, 2019**

The meeting was called to order by President Ordway at 9:00A.M. in accordance with the New Jersey Open Public Meetings Act. He stated that notice of this meeting was posted on the New Jersey State Firemen's website as required pursuant to the provisions of the Open Public Meetings Act (Chapter 231, P.L. 1975). The fire exits were pointed out.

Vice President Hankins led everyone in the Pledge of Allegiance to the Flag.

Prior to Executive Committeeman Mellert giving the invocation a moment of silence was observed for Mary Phillips, mother of John Phillips who passed away on May 16, Former Executive Committeeman and Home Manager Charles Voorhees who passed away on February 26 and prayers for Past Executive Committeeman Neil Gallo who is hospitalized.

ROLL CALL:

Roll call was held. First Assistant Secretary Brian Martone announced that all members were present with the exception of Committeeman John Phillips who is excused, and George Morris Esq. from Parker McKay was present representing Assistant Counsel Stacy Moore. Also in attendance were Past Secretary Kevin Finnegan and Past Executive Committeemen Kenneth Wigglesworth and Thomas Miller

PUBLIC COMMENT:

President Ordway opened the meeting to public comment and asked First Assistant Secretary Martone to read the following: The New Jersey State Firemen's Association welcomes comments from the members of the audience. He further stated the secretary will note all comments and that because of this he asked anyone speaking to state their name and address before speaking and to keep their comments to a 3 minute time limit. Concerns stated or actions requested by the public will be taken under advisement by the Executive Committee for investigation, discussion and possible action or disposition at a later time.

There was no Public Comment.

APPROVAL OF MINUTES:

The Abridged Minutes and Verbatim Minutes of the February 23, 2019 Executive Committee Meeting were approved as distributed on a motion by Executive Committeeman Scheuer seconded by Executive Committeeman Lane. Motion Carried.

COMMUNICATIONS:

Secretary Pelia announced the following Communications that were entered into the record:

A Letter from the Aberdeen Relief Association regarding the increase in age for admittance.

A motion was made to accept the correspondence and Communications by Executive Committeeman Mazzarella, seconded by Executive Committeeman Florio. Motion carried:

OFFICERS REPORT:

Vice President Hankins report: In addition to his written report his verbal remarks were:

1) Caucus worksheet is included in everyone's packet. There are a couple of changes that have to be made and he will send everyone a revised worksheet.

2) The new Laptops for Caucuses and Convention and the New Servers have been received and tested. A new software program for printing of the delegate and life member cards needed to be purchased to talk to the new servers

Secretary's Report: In addition to his written report, his verbal remarks are:

There are 2 resolutions in your packet that need to be brought up under New Business for the State Treasurer to release the monies from the 990 account.

First Assistant Secretary Report No Report

Second Assistant Secretary Report: No Report

Treasurer Report: Treasurer Osborn reported that the CPA reports will be sent out to the Executives as soon as they are received. President Ordway mentioned that the Budget will be voted on under new business and also an Actuarial Study.

Field Examiner Report: In addition to his written report, his verbal remarks were:

1) The Relief Assistance Scale is in your packets and will be brought up under New Business.

2) the Field Exams for this year are finished. He stated that the results are much improved over the past audits. He asked that the executives whose

counties were audited to please review any deficiencies that they had and continue to follow up with them

Counsel Cavallo reported: Nothing for Open Session

President's Report: In addition to his written report he reported the following:

- 1) The old phone number at the Kenilworth Office has been disconnected. If you call that number you will receive a message that the number has been changed. The old fax number will be disconnected on June 1.
- 2) We have had 3 workshops this year and they were successful. Any Executive Committeeman who would like to have us present one should contact Vice President Hankins.
- 3) He reminded all that the IRS 990 forms were due to the IRS by May 15. A copy is due in our office by June 14. If an Association has filed an extension then a copy of the extension is due in the office by June 14 also.
- 4) On May 15, 2019, \$15,265,389.31 was wired to the Associations. There was one deposit that was rejected by the bank. We are attempting to rectify that. The advices for the payments were mailed out to the Treasurers of the Local Associations.
- 5) The President is still investigating the use of webinars for instructing local officers on the proper way to submit forms, keep records etc.
- 6) at the recommendation of the Hudson County Executive Committeeman, the President appointed William Oser to fill the vacancy on the Board of Managers of the Firemen's Home due to the passing of Manager Voorhees. The Managers position for Hudson County expires this year and an election will be held at their caucus in August.
- 7) he thanked all members for "Stepping Up" during the recent issue with the State Budget, He stated that the officers met with the FMBA and the IAFF during this time and we will continue to meet with them in the future, We will also be meeting with State Legislators after the State Budget is approved. Committeeman Lane thanked President Ordway and Vice President Hankins for reaching out to the other associations.

COMMITTEE REPORTS:

ADVISORY/ SPECIAL / SUPPLEMENTAL COMMITTEE: Executive Committeeman Mellert stated that the reports are in your packet

COMPENDIUM COMMITTEE: In addition to his written report that was distributed Chairman Lane reported the following:

- 1) A new Application for Membership has been approved by his committee. He went over it with the Executive Committee, and he is presenting it to the full Executive Committee for approval under New Business
- 2) He noted that the letter from the Aberdeen Firemen's Relief Association and they voted that the age should remain the same. Much discussion ensued and Some of the Executives questioned if we knew the number of over age firefighters there are. It was explained to the Executives that all associations do not submit applications for over age members because they realize that it would be rejected. President Ordway suggested that we send the Local Associations a letter asking them to submit those numbers to us.

DELEGATE AND LIFE MEMBER COMMITTEE: No Report

FINANCE COMMITTEE: Reports are included in the packets.

FIREMEN'S HOME COMMITTEE: Chairman Otterbein submitted a report that was in everyone's packet. He reviewed the report and answered questions that the Executives had. He reported that the Bids were opened for the new Memory Care Wing. The Bid was awarded to Belmont Construction at a cost of \$5,943,000.00. This is above the original estimate but that estimate was raised to \$6,400,000.00 therefore bringing the cost below the estimate. He also mentioned that this price did not include the ingress and egress security system. That cost has yet to be determined..

HEALTH CARE ASSISTANCE COMMITTEE: Written report has been distributed. Chairman Reeves reviewed the report with everyone.

LEGISLATIVE: First Assistant Secretary Martone stated the report has been distributed. He also stated that the Legislative Committee meeting was held on March 23. He thanked all that assisted him with the meeting; He also mentioned that since the Meeting, Assemblyman Bucco introduced a new bill ACR 232 to protect our funds.

Long Range Planning Committee: Chairman Speigel thanked President Ordway with his assistance in preparing the report that is distributed in your folders. He stated that this committee will be working with other committees since some of the items discussed will cross over to those committees. He also stated that there will be 2 items discussed under New Business which are raising the Burial Benefit to \$12,000.00 and raising the Health Care Reimbursement Benefit to \$1,000 a month.

PENSION COMMITTEE: No Report

RESOLUTION COMMITTEE: 2 Resolutions have been submitted and are in your folders. One was from the Clementon Relief Association and the other was from the Manchester Township Relief Committee. A conference call has been scheduled for May 29 with the Committee to discuss them.

SALARY COMMITTEE: Salary Committee report is in your packet and will be discussed under Executive Session.

WEB PAGE: Chairman Mazzarella reported that since the committee members on the Web Page Committee are also members of the Long Range Planning Committee, that The web Page committee be part of the duties of the Long Range Planning Committee.

FIRE SAFETY COMMISSION – Executive Committeeman Naylis who is a member of the Commission reported on the Commission. Topics were:

- 1) LEA received their quarterly rebates,
- 2) New Jersey Weekend at the National Fire Academy is set for Jun 1-2, 2019,
- 3) The Firefighter Skills portion of Firefighter 1 & 2 is being updated,
- 4) The commission has been invited to participate with the Wood Products Advisory Council where there is a proposal to allow wood construction up to 18 stories,
- 5) The IMS is being updated to mirror FEMA's requirements,
- 6) Updating the bulletin on Smoke Detector requirements with 10 year batteries,
- 7) Clarifying Junior Firefighters Training, whereby Junior Firefighters can and should be trained. This should happen in Fire Academies.

APPLICATIONS: None

OLD BUSINESS:

- 1) A status on the Frenchtown Relief Association (out of accord) will be deferred due to Executive Committeeman Phillips not being in attendance.
- 2) There will be a Workshop in Camden County on Thursday June 20. Anyone wishing to have a workshop should contact Vice President Hankins.
- 3) The Advisory Committee and Officers interviewed and have chosen the Kaufman Zita Group to be our Government Affairs Representatives. Formal Action will be taken under New Business.

A motion was made by Executive Committeeman Kurdyla and Seconded by Executive Committeeman Otterbein to go into Executive Session at 9:51am. Motion Passed

A motion was made by Executive Committeeman Scheuer seconded by Committeeman Kelly to return to Regular Session at 10:51am. Motion Passed

NEW BUSINESS:

- 1) A motion to confirm the non-seating of Port Republic (Atlantic County), Bayonne (Hudson County), and Washington Township (Warren County) was made by Executive Committeeman Speigel, seconded by Executive Committeeman Mellert Motion Passed 20-0
- 2) A motion by Executive Committeeman Kelly, seconded by Executive Committeeman Roemmich to accept Compendium Committee's recommendations on the updates to the Application for Membership Passed 20-0
- 3) A motion was made by Executive Committeeman Walker, seconded by Executive Committeeman Florio to accept any member who has 20/50 corrected but was denied in 2019 because their eyesight was not 20/30 corrected. Passed 20-0
- 4) a Motion was made by Executive Committeeman Speigel, and seconded by Executive Committeeman Reeves to confirm the Advisory Committee and Officers decision to hire the Kaufman Zita Group for our Government Affairs Representative at \$4,000.00 per month to be our Government Affairs Representative. On a roll call vote passed 20-0.
- 5) A motion was made by Executive Committeeman Minell and seconded by Executive Committeeman Otterbein to send a Resolution and Requisition to the State Treasure to release the 990 account monies to us. Passed 20-0
- 6) A motion was made by Executive Committee Lenarski, seconded by Executive Committeeman Mellert to re-appoint James Kenny to the position of Field Examiner for the 2019-2020 Term. Passed 20-0. President Ordway then thanked Jim Kenny for his work especially this past year when the Financial Forms were revised and the internal procedures were changed, so with these revisions he was able to prove all of the reports without the need for help from the other officers. Mr. Kenny remarked that it was only possible with the help of the girls in the office.
- 7) A motion was made by Executive Committeeman Fazekas, seconded by Executive Committeeman Figueroa to appoint Frank Cavallo as Counsel, and George Morris as Assistant Counsel. Passed 20-0
- 8) A motion was made by Executive Committeeman Roemmich, seconded by Executive Committeeman Kelly to increase the Burial Benefit on July 1, 2019 from \$11,750.00 "up to" \$12,000.00 and the Line of Duty Benefit from \$35,250.00 to \$36,000.00. Treasurer Osborn felt that there would be no problem raising this benefit by \$250.00. Executive Committeemen Lenarski questioned if it would be feasible to raise it higher than \$250.00 and Treasurer Osborn felt it should not be raised any higher at this time pending an Actuarial Study. On a Roll Call Vote, Passed 20-0
- 9) A motion was made by Executive Committeeman Naylis, and seconded by Executive Committeeman Lane to increase the Health Care Reimbursement benefit from \$700.00 per month up to \$1,000.00 per month effective July 1, 2019. There was some further discussion on expanding the benefits to family members. President Ordway stated that the Long Term Planning Committee (see Report) is currently reviewing this. On a Roll Call Vote Passed 20-0

10) A motion by Executive Committeeman Speigel seconded by Executive Committeeman Scheuer to adopt 2019 Relief Assistance Scale. On a Roll Call Vote Passed 20-0.

11) President Ordway said that the Budget for 2019-2020 was distributed. Treasurer Osborn noted that even though we are no longer paying rent since we now own the building, the Occupancy Category is for the maintenance of the new building, ie: Landscaping and Snow Plowing. A Motion was made by Executive Committeeman Mazzarella, seconded by Executive Committeeman Fazekas to accept the budget as presented. On a Roll Call Vote passed 20-0

12) A motion was made by Executive Committeeman Kelly seconded by Executive Committeeman Lenarski to approve an Actuarial Study be conducted not to exceed \$9,000.00, On a Roll Call Vote, Passed 20-0.

13) A motion was made by Executive Committeeman Otterbein, seconded by Executive Committeeman Scheuer to accept the Salary Proposed effective October 1, 2019 as presented, On a Roll Call Vote Passed 18-0*

14) President Ordway brought up a topic regarding reducing percentages for Qualification (see attached proposal). He asked all of the Executive Committee to go to their Locals, discuss it with them, and inform their Fire Departments that even if we reduce our requirement to become "Qualified" this does not affect Fire Department/Municipal Requirements. He asked that they bring back some feedback so that we can hopefully change it next year.

15) Executive Committeeman Scheuer asked if there was any word or progress with the State of New Jersey's Recruitment and Retention Committee. Vice President Hankins received word that he has been appointed to the committee but nothing further,

16) Executive Committeeman Mitchell inquired if there are any expected changes to the rule on appeals to non-seating. There are no plans at this time to change the rule.

- **Executive Committeewoman Badger and Executive Committeeman Speigel had to leave early and were excused**

GOOD OF THE ORDER

1) Executive Committeeman Mellert thanked the officers for their assistance at his workshop.

2) Executive Committeeman Kelly informed everyone that the Washington Engine Company of Matawan Fire Department is celebrating 150 year Anniversary and would like the Association to present them with a Congratulatory Resolution

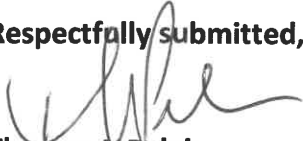
3) Executive Committeeman Otterbein thanked everyone for their condolences in the loss of his Mother-in-Law

4) President Hankins is exploring ways for members to receive Cancer Screening similar to the Captain Buscio Physical which we have for Cardio-Vascular disease. More information will follow on this in the future.

5) Executive Committeeman Lenarski thanked everyone for their condolences in the loss of his brother.

ADJOURNMENT: On a motion by Executive Committeeman Kurdyla, seconded by Executive Committeeman Florio the meeting was adjourned at 11:33am.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'T. Pelaia', written in a cursive style.

Thomas J. Pelaia
Secretary

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South, Wall Township, NJ 07727

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PRES ABS

NAME	TITLE	PRES	ABS	Vote # 1 - Confirming the Hiring of the Government Services Company as Kaufman Zita Group at \$4,000 per month		Vote # 2 - Increase Burial Benefit to \$12,000 and line of Duty to \$36,000 as of 07/01/2019		Vote # 3 - Increase Health Care Benefit to \$1,000 per month as of 07/01/2019	
				YES	NO	YES	NO	YES	NO
ROBERT F. ORDWAY	PRESIDENT	X							
JOSEPH T. HANKINS	VICE PRESIDENT	X							
THOMAS J. PELAIA	SECRETARY	X							
BRIAN E. MARTONE	1ST ASS'T SECY	X							
RICHARD K. DREBY	2ND ASS'T SECY	X							
BARRY J. OSBORN	TREASURER	X							
JAMES J. KENNY	FIELD EXAMINER	X							
ERNEST J. GREENWALD, SR.	PRES. EMERITUS	X							
FRANK P. CAVALLO, JR.	COUNSEL	X							
STACY L. MOORE	ASS'T COUNSEL		X						
CINDY L. BADGER	ATLANTIC	X		X		X		X	
GERARD J. NAYLIS	BERGEN	X		X		X		X	
STEPHEN C. FAZEKAS	BURLINGTON	X		X		X		X	
NORMAN F. FIGUEROA, JR.	CAMDEN	X		X		X		X	
DANIEL F. SPEIGEL	CAPE MAY	X		X		X		X	
JAMES F. REEVES	CUMBERLAND	X		X		X		X	
RICHARD C. OTTERBEIN	ESSEX	X		X		X		X	
GLENN D. ROEMMICH	GLOUCESTER	X		X		X		X	
DANIEL MITCHELL	HUDSON	X		X		X		X	
JOHN R. PHILLIPS	HUNTERDON	E	E	---	---	---	---	---	---
JOSEPH M. LENARSKI	MERCER	X		X		X		X	
ANDREW MAZZARELLA	MIDDLESEX	X		X		X		X	
ROBERT J. KELLY	MONMOUTH	X		X		X		X	
EUGENE T. MINELL	MORRIS	X		X		X		X	
JENNIE M. HOLLINGSWORTH	OCEAN	X		X		X		X	
JOHN V. LANE	PASSAIC	X		X		X		X	
FRANCIS X. WALKER, JR.	SALEM	X		X		X		X	
ALLEN F. KURDYLA	SOMERSET	X		X		X		X	
DANIEL L. SCHEUER	SUSSEX	X		X		X		X	
NICHOLAS J. FLORIO	UNION	X		X		X		X	
KONRAD A. MELLERT	WARREN	X		X		X		X	
TOTALS		29	2	20	0	20	0	20	0

GUESTS: Acting Asst. Counsel George Morris, Esq. of Parker McKay
 Past Secretary, Kevin Finnegan
 Past Exec. Comm, Union County, Thomas Miller
 Past Exec. Comm, Gloucester County, Ken Wigglesworth

Richard Weil, Lakewood Relief
 Nick Lombardi, Piscataway Relief
 Artie Haydocka, Piscataway Relief

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South, Wall Township, NJ 07727

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PRES ABS

NAME	TITLE	PRES	ABS	Vote # 4 - Approve, Proposed Relief Assistance Scale		Vote # 5 - Approve, Proposed Budget		Vote # 6 - Approve an Actuary Study not to exceed \$9,000.00	
ROBERT F. ORDWAY	PRESIDENT								
JOSEPH T. HANKINS	VICE PRESIDENT								
THOMAS J. PELAIA	SECRETARY								
BRIAN E. MARTONE	1ST ASS'T SECY								
RICHARD K. DREBY	2ND ASS'T SECY								
BARRY J. OSBORN	TREASURER								
JAMES J. KENNY	FIELD EXAMINER								
ERNEST J. GREENWALD, SR.	PRES. EMERITUS								
FRANK P. CAVALLO, JR.	COUNSEL								
STACY L. MOORE	ASS'T COUNSEL								
CINDY L. BADGER	ATLANTIC			X		X		X	
GERARD J. NAYLIS	BERGEN			X		X		X	
STEPHEN C. FAZEKAS	BURLINGTON			X		X		X	
NORMAN F. FIGUEROA, JR.	CAMDEN			X		X		X	
DANIEL F. SPEIGEL	CAPE MAY			X		X		X	
JAMES F. REEVES	CUMBERLAND			X		X		X	
RICHARD C. OTTERBEIN	ESSEX			X		X		X	
GLENN D. ROEMMICH	GLOUCESTER			X		X		X	
DANIEL MITCHELL	HUDSON			X		X		X	
JOHN R. PHILLIPS	HUNTERDON	E	E	---	---	---	---	---	---
JOSEPH M. LENARSKI	MERCER			X		X		X	
ANDREW MAZZARELLA	MIDDLESEX			X		X		X	
ROBERT J. KELLY	MONMOUTH			X		X		X	
EUGENE T. MINELL	MORRIS			X		X		X	
JENNIE M. HOLLINGSWORTH	OCEAN			X		X		X	
JOHN V. LANE	PASSAIC			X		X		X	
FRANCIS X. WALKER, JR.	SALEM			X		X		X	
ALLEN F. KURDYLA	SOMERSET			X		X		X	
DANIEL L. SCHEUER	SUSSEX			X		X		X	
NICHOLAS J. FLORIO	UNION			X		X		X	
KONRAD A. MELLERT	WARREN			X		X		X	
TOTALS				20	0	20	0	20	0

GUESTS:

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South, Wall Township, NJ 07727

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PRES ABS

ROBERT F. ORDWAY	PRESIDENT			Vote # 7 - Approve, Proposed Salary Guide as of 10/01/2019							
JOSEPH T. HANKINS	VICE PRESIDENT					YES	NO	YES	NO	YES	NO
THOMAS J. PELAI	SECRETARY										
BRIAN E. MARTONE	1ST ASS'T SECY										
RICHARD K. DREBY	2ND ASS'T SECY										
BARRY J. OSBORN	TREASURER										
JAMES J. KENNY	FIELD EXAMINER										
ERNEST J. GREENWALD, SR.	PRES. EMERITUS										
FRANK P. CAVALLO, JR.	COUNSEL										
STACY L. MOORE	ASS'T COUNSEL										
CINDY L. BADGER	ATLANTIC			---	---						
GERARD J. NAYLIS	BERGEN			X							
STEPHEN C. FAZEKAS	BURLINGTON			X							
NORMAN F. FIGUEROA, JR.	CAMDEN			X							
DANIEL F. SPEIGEL	CAPE MAY			---	---						
JAMES F. REEVES	CUMBERLAND			X							
RICHARD C. OTTERBEIN	ESSEX			X							
GLENN D. ROEMMICH	GLOUCESTER			X							
DANIEL MITCHELL	HUDSON			X							
JOHN R. PHILLIPS	HUNTERDON	E	E	---	---						
JOSEPH M. LENARSKI	MERCER			X							
ANDREW MAZZARELLA	MIDDLESEX			X							
ROBERT J. KELLY	MONMOUTH			X							
EUGENE T. MINELL	MORRIS			X							
JENNIE M. HOLLINGSWORTH	OCEAN			X							
JOHN V. LANE	PASSAIC			X							
FRANCIS X. WALKER, JR.	SALEM			X							
ALLEN F. KURDYLA	SOMERSET			X							
DANIEL L. SCHEUER	SUSSEX			X							
NICHOLAS J. FLORIO	UNION			X							
KONRAD A. MELLERT	WARREN			X							
TOTALS				18	0						

GUESTS:

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South • Wall Township, New Jersey 07727
Telephone: (800) 852-0137

Robert F. Ordway, President
Joseph T. Hankins, Vice President
Barry J. Osborn, CPA, Treasurer
Frank P. Cavallo, Esq., Counsel

Thomas J. Pelaia, Secretary
Brian E. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
James J. Kenny, Field Examiner

President's Report Executive Committee Meeting May 18, 2019

To: Officers and Executive Committeemen:

In addition to completing the normal duties of the office of President, I attended the following:

February 28th – Attended the Gloucester County Workshop in Clarksboro with Vice President Hankins, Secretary Pelaia, Field Examiner Kenny and Executive Committeeman Roemmich.

March 1st, 2nd – Attended the wake and church service of past Hudson County Executive Committeeman Charles Voorhees in Secaucus, NJ.

March 3rd – Attended the Interboro Mutual Aid Meeting in Tenafly with Executive Committeeman Naylis.

March 8th – Attended the Passaic County Firefighters Association Meeting in Clifton with Vice President Hankins and Executive Committeeman Lane.

March 13th – Attended the South Bergen Fire Chief's Association meeting in Nutley with Executive Committeeman Naylis.

March 19th – Attended the Morris County Field Exam in Wharton with many Officers and Executive Committeepople.

March 22nd – Attended a coalition meeting for the New Jersey State Fire Museum in Bordentown with Vice President Hankins and Secretary Pelaia.

March 23rd – Attended the Annual Legislative Committee meeting at the NJSFA State Office in Wall Township.

March 26th – Attended the Pascack Valley Firemen's association Meeting in Emerson.

March 29th – Attended the New Jersey & New York Volunteer Firemen's Association meeting in Little Ferry with Executive Committeeman Naylis.

March 31st – Attended the Morris Plains Memorial Mass and Breakfast with Vice President Hankins and Executive Committeeman Minell.

April 2nd – Attended the Camden County Field Exam in Pennsauken with many Officers and Executive Committeepople.

April 3rd – Attended the Clifton Firemen's Relief Association meeting in Clifton.

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April 4th – Attended the Atlantic & Cape May Counties Workshop in Ocean City with Vice President Hankins, Secretary Pelaia, 1st Assistant Secretary Martone, Field Examiner Kenny and Executive Committeepeople Badger and Spiegel.

April 6th – Attended the NJSEFA Annual Memorial Service & Executive Board meeting in Woodcliff Lake.

April 9th – Attended the Hudson County Field Exam in Secaucus with many Officers and Executive Committeepeople.

April 10th – Attended the Phillipsburg Firemen's Relief Association meeting with Executive Committeepeople Mellert.

April 11th – Attended the Hawthorne Firemen's Relief Association meeting with Executive Committeepeople Lane.

April 13th – Attended the New Jersey Firemen's Home Board of Managers meeting in Boonton with Vice President Hankins and Executive Committeepeople Otterbein.

April 16th – Attended the Middlesex County Field Exam in Avenel with many Officers and Executive Committeepeople.

April 23rd – Attended the Atlantic County Field Exam in Egg Harbor City with many Officers and Executive Committeepeople.

April 28th – Attended the South Bergen Fire Chief's Zone I meeting in Rutherford.

April 30th – Attended the Ocean County Field Exam in Manahawkin with many Officers and Executive Committeepeople.

May 2nd – Attended the Warren County Workshop in Belvidere with Vice President Hankins, Secretary Pelaia, Field Examiner Kenny and Executive Committeepeople Mellert.

May 7th – Attended the Bergen County Field Exam in Rutherford with many Officers and Executive Committeepeople.

May 8th – Attended the South Bergen Fire Chief's Association meeting in Rochelle Park with Executive Committeepeople Naylis.

May 9th, 10th – Attended the Eastern Division – IAFC conference in Hightstown.

May 14 – Attended the Somerset County Field Exam in Rutherford with many Officers and Executive Committeepeople.

Respectfully submitted,



Robert F. Ordway
President

Vice-President's Report

May 18, 2019

To: Officer's & Executive Committee:

February 21st Attended the Ocean County Firefighter 1 Graduation at the Ocean County Training Center

February 24th Attended the N.J. State Volunteer Firemens Association meeting in Manitou Park Fire Department.

March 8th attended the Passaic County Firemens Association meeting with President Ordway and Executive Committeeman Lane.

March 19th Attended Morris County Field Exam with President Ordway, Field Examiner Kenny, Secretary Pelaia, 1st Asst. Secretary Martone, Executive Committeemen; Kurdyla, Scheuer, Mellert, Lane, Florio, Past President Gunson, Past Secretary Finnigan.

March 20th Attended the N.J. Fire Safety Meeting at the Middlesex County training Center.

March 22nd Attended a meeting for the Fire Museum and Fallen Fire Fighters Memorial.

March 23rd Attended the Legislative Committee meeting at NJSFA Wall.

March 29th attended the NJ/NY Firemens Association meeting in Little Ferry with President Ordway.

March 31st Attended the 83rd Firefighters Memorial and Breakfast St. Virgils Church & Fairchild F.D. Morris Plains with President Ordway, Executive Committeeman Minell, and Past Secretary Finnigan.

April 1st Attended the Ocean County Fire Chiefs Meeting in West Tuckerton Fire House with Executive Committeewoman Hollingsworth.

April 2nd Attended the Camden County Field Exam with President Ordway, Field Examiner Kenny, 1st Asst. Secretary Martone, Executive Committeewomen Badger, Hollingsworth, Executive Committeemen Figueroa, Spiegel, Walker, Roemmich, Reeves, Lane, Florio, Dreby, Fazekas.

April. 3rd. Attended the meeting of Warren Grove Fire Department Ocean County to provide information about the NJSFA.

April 4th Attended the Viewing of Jeffrey Lenarski, Lawrenceville with President Ordway, and Past President Frank Gunson.

April 4th Attended the Atlantic / Cape May County's workshop at the Ocean City Library Complex. With President Ordway, Field Examiner Kenny, 1st asst. Secretary Brian Martone

April 6th Attended the NJ Exempt Associations Memorial Breakfast, Memorial Service and scheduled meeting at Woodcliff Lake Fire Department. With President Ordway, and Executive committeeman Daniel Scheuer

April 8th Attended the reading of a Memorial Proclamation for Past Executive Committeeman Charles Smith at Lakewood Hook & Ladder Company #1

April 9th Attended the Hudson County Field Exam with President Ordway, Secretary Pelaia, Field Examiner Kenny, 1st Asst. Secretary Martone, Executive Committeemen Kelly, Kurdyla, Mazzarella, Minell, Otterbein, Figueroa, Speigel, Walker, Roemmich, Lane, Florio.

April 13th Attended a Full board meeting at the N.J. Firemen's Home Boonton with President Ordway and Executive Committeeman Richard Otterbein.

April 16th Attended the Middlesex County Field Exam with President Ordway, Secretary Pelaia, Field Examiner Kenny, Secretary's Martone & Dreby, along with the following members of the Executive Committee: Mazzarella, Minell, Roemmich, Hollingsworth, Lane, Mellert, Otterbein, Kelly, and Fazekas.

April 18th Attended the Ocean County Firemen's Association meeting with Executive Committeewoman Jennie Hollingsworth.

April 23rd Attended the Atlantic County Field Exam with President Ordway, Secretary Pelaia, Martone, Field Examiner Kenny, Executive Committee members Kurdyla, Mazzarella, Badger, Walker, Roemmich, Reeves, Hollingsworth, Florio, Kelly, & Past President Gunson.

April 24th & 25th Attended the CFIS in Washington D.C. with Secretary Pelaia.

May 2nd Attended the Warren County Work Shop wit President Ordway, Secretary Pelaia, Executive Committeeman Konrad Mellert & Field Examiner Kenny

May 6th Attended the Governors Town Hall meeting in West Trenton Fire House.

May 7th Attended the Bergen County Field Exam with President Ordway, Secretary Pelaia, Field Examiner Kenny, Executive Committee members Mazzarella, Scheuer, Mitchell, Minell, Roemmich, Lane and Past Secretary Finnigan.

May 14th Attended the Somerset County Field Exam with President Ordway, Secretary Pelaia, 1st Assistant Secretary Martone, Field Examiner Kenny, Executive Committee members Mazzarella, Scheuer, Mitchell, Minell, Roemmich, Lenarski, Mellert, Florio, Otterbein, Kelly, and Past President Gunson.

May 15th Attended the N.J. Division of Fire Safety meeting at the Middlesex County Training Center with Executive Committeeman Naylis.

Respectfully submitted,

Joseph T. Hankins

Joseph T. Hankins
Vice President

**Secretary's Report
Executive Committee
February 23, 2019**

In addition to performing the normal duties of the office of the Secretary, I submit the following:

February 25 – Worked with Specialty Systems on updating Qualifying Certificates

February 28 – Attended Gloucester County Workshop with President Ordway, Field Examiner Kenny, and Executive Committeeman Roemmich

March 19 – Attended Morris County Field Examination with President Ordway, Vice President Hankins, Second Assistant Secretary Martone, Past President Gunson, Past Secretary Finnegan, Executive Committee Members Lane, Florio, Kurdyla Scheuer, Mitchell, Mellert, Minell

March 21 – Attended interviews of prospective candidates for lobbyist with President Ordway, Vice President Hankins, Counsel Cavallo, Executives Mellert, Reeves and Walker

April 8 – Attended Caldwell Firemen's Relief Meeting with Executive Committeeman Otterbein

April 9 - Attended Hudson County Field Examination with President Ordway, Vice President Hankins, Second Assistant Secretary Martone, Executive Committee Members Lane, Florio, Kurdyla, Scheuer, Mitchell, Mellert, Minell, Roemmich, Otterbein, Kelly

April 16 - Attended Middlesex County Field Examination with President Ordway, Vice President Hankins, Second Assistant Secretary Martone, Second Assistant Secretary Dreby, Executive Committee Members Lane, Florio, Mellert, Roemmich, Otterbein, Kelly, Fazekas

April 23 - April 30 – Attended Atlantic County Field Examination with President Ordway, Vice President Hankins, Second Assistant Secretary Martone, Second Assistant Secretary Dreby, Executive Committee Members Hollingsworth, Lane, Florio, Badger, Mazzarella, Reeves, Walker, Roemmich, Kelly

April 30 – Attended Ocean County Field Examination with President Ordway, Vice President Hankins, Second Assistant Secretary Martone, Second Assistant Secretary Dreby, Executive Committee Members Hollingsworth, Lane, Florio, Badger, Mazzarella, Spiegel, Naylis, Reeves, Roemmich, Fazekas

May 2 – Attended Warren County Workshop with President Ordway, Vice President Hankins Field Examiner Kenny and Executive Committeeman Mellert

May 7 - Attended Bergen County Field Examination with President Ordway, Vice President Hankins, Second Assistant Secretary Martone, Past President Gunson, Past Secretary Finnegan, Executive Committee Members, Lane, Florio, Mazzarella, Mitchell, Scheuer, Minell, Naylis, Otterbein, Roemmich, Fazekas

May 9 – Attended Meeting with the officers of the New Jersey State F.M.B.A and the P.F.A.N.J.(IAFF) regarding the Governor’s plan to use our funds for the State Budget

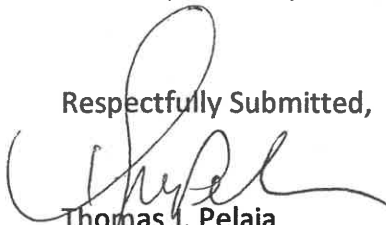
May 9 – Attended Compendium Committee meeting with Chairman John Lane, President Robert Ordway, Vice President Joseph Hankins, First Assistant Secretary Brian Martone, and Second Assistant Secretary Richard Dreby President Emeritus Greenwald, Andrew Mazzarella, Eugene Minell, Frank Walker, Daniel Scheuer, Nicholas Florio, Konrad Mellert

May 9 - Attended the Essex County 200 Club Valor Award Luncheon

May 13- Attended the Long Term Planning Committee with Chairman Speigel, President Robert Ordway, Vice President Joseph Hankins, Treasurer Barry Osborn, Executive Committee Members Kelly, Lane, Mazzarella, Naylis, Roemmich

May 14 - Attended Bergen County Field Examination with President Ordway, Vice President Hankins, Past President Gunson, Executive Committee Members, Kurdyla, Florio, Mazzarella, Mitchell, Scheuer, Minell, Otterbein, Roemmich, Mellert, Lenarski,

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Thomas J. Pelaia', written over a horizontal line.

Thomas J. Pelaia
Secretary

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South • Wall Township, New Jersey 07727

Telephone: (800) 852 0137

Robert F. Ordway, President
Joseph T. Hankins, Vice President
Barry J. Osborn, CPA, Treasurer
Frank P. Cavallo, Esq., Counsel

Thomas J. Pelaia, Secretary
Brian R. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
James J. Kenny, Field Examiner

May 18, 2019

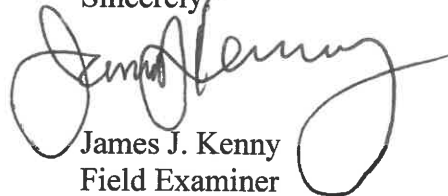
FIELD EXAMINERS REPORT

January 1, 2019 to March 31, 2019

During the period covered by this report the following applications for Supplementary Relief were processed.

	Applications Received	Approved	Returned/Denied		Amount
January	2	2	0	0	\$ 8,750.00
February	5	5	0	0	\$ 29,536.34
March	<u>10</u>	<u>10</u>	<u>0</u>	<u>0</u>	<u>\$ 64,771.39</u>
Total Supplementary	17	17	0	0	\$ 103,057.73
Special Relief	20	20	0	0	\$45,734.85

Sincerely,



James J. Kenny
Field Examiner

JJK:dp

NEW JERSEY STATE FIREMEN'S ASSOCIATION

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Telephone: (800) 852-0137

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Thomas J. Pelaia, Secretary
Brian E. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
Frank P. Cavallo, Esq., Counsel

ADVISORY COMMITTEE

Konrad Mellert
Francis X. Walker
James F. Reeves
Barry J. Osborn, CPA, Secretary-Treasurer
James J. Kenny, Field Examiner
Gary D. Schwartz, M.D. Consultant

Date: May 18, 2019
To: Executive Committee

From: Special Relief Committee

The Special Relief Committee Report,

- May 18, 2019
- Applications Approved : 44
- For a total of \$ 96,451.17

Last year for the same period we approved 29 applications for a total of 73,767.00

<u>YEAR</u>	<u>SUMMARY APPROVED</u>	<u>TOTAL PAYOUT</u>
2011	155	\$177,774.00
2012	172	\$197,225.86
2013	117	\$140,500.00
2014	133	\$146,516.34
2015	138	\$143,550.00
2016	135	\$131,000.00
2017	180	\$396,632.00
2018	168	\$357,819.13

Respectfully Submitted,



Konrad Mellert,
Chairman

REPORT OF ADVISORY COMMITTEE
TO THE OFFICERS AND MEMBERS OF THE EXECUTIVE COMMITTEE
QUARTER ENDING: MARCH, 31 2019

PAGE NUMBER: 1

CHECKS ISSUED IN VARIOUS AMOUNTS

1 @	\$3,060.00	\$3,060.00
1 @	\$3,200.00	\$3,200.00
2 @	\$4,750.00	\$9,500.00
1 @	\$5,000.00	\$5,000.00
2 @	\$5,875.00	\$11,750.00
1 @	\$6,500.00	\$6,500.00
1 @	\$6,700.00	\$6,700.00
3 @	\$7,200.00	\$21,600.00
1 @	\$7,700.00	\$7,700.00
1 @	\$8,000.00	\$8,000.00
1 @	\$8,690.00	\$8,690.00
2 @	\$10,000.00	\$20,000.00
3 @	\$10,500.00	\$31,500.00
2 @	\$10,750.00	\$21,500.00
7 @	\$11,250.00	\$78,750.00
1 @	\$11,341.80	\$11,341.80
7 @	\$11,500.00	\$80,500.00
178 @	\$11,750.00	\$2,091,500.00
		<hr/>
		\$2,426,791.80

REPORT OF ADVISORY COMMITTEE
 TO THE OFFICERS AND MEMBERS OF THE EXECUTIVE COMMITTEE
 QUARTER ENDING: MARCH, 31 2019

PAGE NUMBER: 2

CLAIMS FILED BETWEEN JANUARY 01, 2018 AND MARCH 31, 2018	260	
CLAIMS FILED BETWEEN JANUARY 01, 2019 AND MARCH 31, 2019	219	
CLAIMS PAID FOR PERIOD JANUARY 01, 2018 TO MARCH 31, 2018	197	
CLAIMS PAID FOR PERIOD JANUARY 01, 2019 TO MARCH 31, 2019	212	
CLAIMS PAID FOR PERIOD JANUARY 01, 2018 TO MARCH 31, 2018	197	\$2,289,311.00
CLAIMS PAID FOR PERIOD JANUARY 01, 2019 TO MARCH 31, 2019	212	\$2,426,791.80
1 - WIDOW	112	\$1,299,150.00
2 - DAUGHTER	41	\$454,775.00
3 - SON	39	\$423,025.00
5 - FATHER	2	\$18,250.00
6 - UNDERTAKER	8	\$84,901.80
N - CAREGIVER	12	\$134,940.00
Y - DOMESTIC PARTNERSHIP	1	\$11,750.00
	212	\$2,426,791.80

EXPLANATION - NO CLAIMS

9 NO CLAIMS WERE FILED

9 FILED NO CLAIM WAS OVER AGE AT TIME OF ADMITTANCE

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South • Wall Township, New Jersey 07727-3934

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Frank P. Cavallo, Esq., Counsel

Thomas J. Pelaia, Secretary
Brian E. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
James J. Kenny, Field Examiner

To: Executive Committee

From: John V. Lane, Chairman
Compendium Committee

Subject: Committee Meeting – 5/9/2019

Date: 5/14/2009

The Committee met on Thursday May 9, 2019 with the following members present: Chairman John Lane, Ernest Greenwald Sr., Andrew Mazzarella, Eugene Minell, Frank Walker, Daniel Scheuer, Nicholas Florio, Konrad Mellert, Robert Ordway, Joseph Hankins, Thomas Pelaia, Brian Martone, and Richard Dreby. Excused was Daniel Spiegel.

The Committee met to discuss several items:

- 1) To review Form 100, this is the Application for Membership
- 2) To discuss the letter from the Aberdeen Township Relief Association regarding raising the age limit to apply for membership in the association.
- 3) Discussion on lowering the percentages for Qualification.

Item 1: Membership Application:

2 drafts of a revised application were distributed to the members. The Committee reviewed the Application, Physical Test Record and the Privacy Notice.

1) Application for Membership:

- a) There was no change to the Privacy Notice
- b) They reviewed the front page of the Application. Certain items were moved around that are on the present Application to simplify it. The Notary's Signature was moved to just below the Applicants signature since the Notary is only notarizing that signature. Also a new question was added asking if the member is a Career Member (P) or a Volunteer Member (V). This will assist the girls in the office when entering the data.
- c) There were some wording changes on the Application to make the Application, simpler to fill out.

PAGE 2

1) Physical Test Record:

- a) Eyesight: The eyesight requirements have been changed from 20/30 corrected to 20/50 corrected, Monocular, Vision Permitted with glasses, contacts or surgical procedure.
- b) Hearing: Currently this is the most common mistake on the current application causing it to be returned to the Local Association. We have now added 2 check boxes that will hopefully correct this problem.
- c) The signature line for the examiner has been modified to include Physician Assistants and Nurse Practitioners.
- d) The time for the physical to be valid has been changed from 180 days to 1 year.

NOTE: All of these changes to the Physical Test Record have been approved by our Physician.

NOTE: The Physical Test Record changes will also require changes to the Compendium.

ITEM 2: Discussion on raising the age limit to apply for membership in the Association:

A letter was received from the Aberdeen Firemen's Relief Association requesting that the age for admittance to our Association be revised. The matter was discussed and the committee recommends that we leave the age at the present requirements

ITEM 3: Discussion ensued on lowering the percentages needed to be qualified. This will be discussed with the Long Term Planning Committee for action in the future.

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THIS NOTICE IS FOR YOUR INFORMATION.

Privacy Notice for our (Potential) Members – Please review it carefully

The New Jersey State Firemen's Association (NJSFA) and each Officer and the Office Staff and all the Local Associations throughout the state strongly believe in protecting the confidentiality and security of the information we receive about you. This notice refers separately to the New Jersey State Firemen's Association and each of the Local Associations by using the terms "us", "we", or "our". This notice describes our privacy policy and describes how we treat the information we receive about you.

Why We Receive and How We Use Information: We receive the initial information via a Membership Application and Physical Test Record, Form #100. The purpose of this application is to permit membership in our organization. This information is used to make sure the applicant is in compliance with New Jersey Statutes and our Compendium and By-Laws.

How We Receive Information: We get most of the information from you. The Secretary of the Local Relief Association forwards the application form to our office. The information that you give us when applying for membership generally provides the information we need. If we need to verify information or need additional information, we may obtain information from third parties such as physicians, hospitals and other medical personnel. Information collected may relate to your health or other information stated on the application.

How We Protect Information: We treat information in a confidential manner. Our Officers, Advisory Committee and Office Staff are required to protect the confidentiality of information. We access information only when there is an appropriate reason to do so. We also have safeguards to protect information. All Officers, Advisory Committee members and Office Staff are required to comply with our policies.

Information Disclosure: We may disclose any information when we believe it necessary for the operation of our Association, or where disclosure is required by law. The application if in question may be forwarded to our Association Medical Doctor for evaluation. We do not make any other disclosures of information to other organizations or companies who may want to sell their products or services to you. We will not sell your name or application information to any organization, corporation or catalog company.

Access to and Correction of Information: Generally, upon written request, we will make available your personal information for your review. Information received in connection with, or in anticipation of, any claim or legal proceeding will not be made available. If you notify us that the information is incorrect, we will review it. If we agree, we will correct our records. This will be included under "Disclosure of Information".

AFTER COMPLETING YOUR PHYSICAL, SEPARATE THIS SHEET FROM THE APPLICATION AND PHYSICAL PAGE. PLEASE RETAIN THIS PAGE AND DO NOT RETURN IT TO YOUR LOCAL ASSOCIATION OR TO THE STATE OFFICE.

**ONCE COMPLETED, RETURN THE ATTACHED APPLICATION/PHYSICAL
TO THE LOCAL RELIEF ASSOCIATION SECRETARY.**

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South • Wall Township, New Jersey 07727-3934

Telephone: (732) 798-8137 • (800) 852-0137

Fax: (732) 938-2580

PHYSICAL EXAMINATION GUIDELINES

VALID FOR 1 CALENDAR YEAR FROM THE DATE OF THE PHYSICAL

1. AGE: Must be at least 18 years of age and not older than 45 years of age.
2. EYES: Must be 20/50 corrected, monocular vision permitted (with glasses, contacts, or surgical procedures).
3. HEARING: Loss of hearing acuity so as to be unable to perceive sounds within normal voice range with or without hearing aid.
4. NOSE: Any significant nasal obstruction to free breathing not subject to correction by surgery.
5. MOUTH: Conditions which impair ability to communicate.
6. NECK: Problems resulting from (a) Goiter; (b) Limited range of motion, which prohibits turning, extension or free movement of the neck; (c) Tracheotomy – existing openings at the lower portion of the neck connecting the windpipe to the outside environment for the purpose of easy breathing.
7. PULMONARY: Problems resulting from (a) Loss or removal of a lung; (b) Any pulmonary disorder which would limit the applicant's ability to perform; (c) Pulmonary Function Test below normal; (d) Chronic Obstructive Pulmonary Disease/Asthma.
8. CARDIO PULMONARY SYSTEM: Problems resulting from Heart Disease or Cardiomegaly.
9. PERIPHERAL VASCULAR SYSTEM: Problems resulting from (a) Varicose veins; (b) Aneurysms; (c) Lymphedema; (d) Thrombophlebitis; (e) Arteriosclerosis Obliterans; (f) Buerger's Disease; (g) Raynaud's Disease; (h) Arterio-Venous Fistula; (i) High Blood Pressure, not able to be corrected by medication. Acceptable blood pressure reading should be as follows (a) Systolic not higher than 150 but not lower than 90; (b) Diastolic maximum should be 100 mmhg and minimum 50 mmhg.
10. ABDOMEN: Problems resulting from (a) Organomegaly; (b) Signs of tenderness in an area; (c) Presence of masses such as hernias of various types.
11. GENITOURINARY SYSTEM: Problems arising from (a) Presence of abnormal masses; (b) Abnormal discharges from any of the orifices; (c) Active venereal Diseases; (d) Parasitic diseases; (e) Varicocele and Varices; (f) Hydrocele.
12. MUSCOLO-SKELETAL SYSTEM: Problems arising from (a) Congenital malformation; (b) Limitation of Motion; (c) Weakness; (d) Impairment or absence of one or more of the digits on either or both hands; (e) Impairment of function of the hands; (f) Missing toes if it interferes with ambulation; (g) Deformities of the spine, pelvis or extremities.
13. OTHERS: Problems arising from (a) Disqualification for psychiatric conditions must be determined by local agencies; (b) Allergic conditions which are chronic and incapacitating; (c) Severe Anemia; (d) Active Peptic Ulcer; (e) Diabetes; (f) History of epilepsy or seizures other than documented febrile convulsions in childhood; (g) Alcoholism or drug addiction; (h) Removal of vital organs; (i) Any other condition not listed above which would render the applicant incapable of performing their duties as a firefighter.

THESE MEDICAL GUIDELINES ARE TO BE FOLLOWED BY A PHYSICIAN, NURSE PRACTITIONER OR PHYSICIAN'S ASSISTANT LICENSED IN THE STATE OF NEW JERSEY WHEN EXAMINING AN APPLICANT FOR MEMBERSHIP. ANY ABNORMAL FINDINGS MUST BE EXPLAINED IN THE REMARKS SECTION OF THE APPLICATION. ALL SECTIONS OF THE PHYSICAL MUST BE COMPLETELY AND PROPERLY FILLED OUT OR THE APPLICATION WILL BE RETURNED.

**New Jersey State
Firemen's Association
Application for Membership**

Form 100 – REV 5/19

ASSOCIATION #	COMPANY #	LINE #
FOR STATE OFFICE USE ONLY		

Date _____

Relief Association Name _____ Assoc. Number _____ Municipality _____ County _____

Fire Company Name _____ Fire Department Name _____

Applicant Name _____
 First _____ Middle Initial _____ Last _____ Suffix _____

Home Address _____
 Street _____ Municipality _____ Zip Code _____ # of years _____

Date of Birth _____ Birth Place _____ SS # _____
(REQUIRED)

Applicant Phone Number _____ Applicant Email Address _____

Have you ever applied to be a member of the NJSFA? Yes No If yes, when _____ where _____

If you have a line number with another Relief Association: Stay with previous Association Move records to new Association

Signature of Applicant (witnessed by a Notary Public): _____

State of New Jersey, County of _____

On _____, 20____ before me, _____, Notary Public in and for said county, personally appeared _____, (signer) who has satisfactorily identified himself/herself as the signer to the above referenced document.

My Commission Expires: _____ Notary Public Signature _____ (Affix Notary Stamp Here)

Signature of Relief Association Secretary _____ Signature of Chief of Department _____

Type of Firefighter the Applicant will be: Career (full time paid) Volunteer

Municipal/Fire District Approval: I hereby certify that this applicant was admitted to active membership in the Department and has been approved by the governing body of _____ on the ____ day of _____, 20____.

Signature of Municipal Clerk/Board of Fire Commissioners: _____

- A. Application portion should be completed by Applicant – Typed or Printed ONLY
- B. Application must have the Physical Test Record completed by a New Jersey Licensed Physician, Nurse Practitioner or Physician's Assistant
- C. The completed Application and Physical Test Record must be returned to the Local Relief Secretary
- D. The Local Relief Secretary shall review the application for completeness, attain the proper signatures, and forward to the NJSFA State office.

The Applicant is not a member of the NJSFA until the completed **ORIGINAL** application is received **AND** approved at the NJSFA State office.

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South • Wall Township, New Jersey 07727-3934

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Frank P. Cavallo, Esq., Counsel

Thomas J. Pelaia, Secretary
Brian E. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
James J. Kenny, Field Examiner

May 18, 2019

To: All members of the Executive Committee

From: Thomas Pelaia, Secretary

Re: Compendium Changes

The following changes to the Compendium will be necessary when the Application for Membership rev 5/19 is approved.

Article 5 Page 28

Section 4 – Change the first paragraph to read: The physical examination shall consist of the following Medical Guidelines that are to be followed by a Physician, Physician Assistant, or Nurse Practitioner licensed in the State of New Jersey when examining an applicant for membership. The date of the original physical examination is acceptable up to one (1) calendar year.

Section 4-2 Change 20/30 to 20/50 corrected, Monocular, Vision Permitted with glasses contacts or surgical procedure.

***Changes are noted in underline italics.**

Aberdeen Township Firemen's Relief Association

Aberdeen, NJ



Aberdeen Township
Hose & Chemical Company #1
490 Lloyd Road
Aberdeen, NJ 07747

Cliffwood Volunteer Fire Company
Angel & Pengel Streets
PO Box 468
Cliffwood, NJ 07721

President: John Mocchi III
Vice-President: Dennis Handlin

Secretary: Carmine Caruso
Treasurer: Matthew Cocuzza

Robert Ordway, President, New Jersey State Firemen's Association,
Board Officers and Executive Committee Members of the Association
1711 Route 34 South
Wall Township, NJ 07727

RE: 40A:14-56 Exempt fireman certificate; eligibility

Dear President Ordway, Board Officers and Executive Committee Members,

At our local meeting held April 11, 2019, our Secretary reviews the Abridged Report of the Executive Committee Meeting dated February 23, 2019 and reports to the members. As reported, there was a letter from Dick Mercora of Spring Lake, NJ. The letter was read to the members and a discussion followed. We would like to inform all of you that our membership of the Aberdeen Township Firemen's Relief Association has voiced their support of this letter and would like to see action on this subject. The membership agrees wholeheartedly of the assertion of "age discrimination" of the Age Rule. We agree that the State Association is following the state law pertaining to the requirements however we are asking that the Administrative Board consider to liase with our Legislature and amend the Law, without age discrimination and allow our members that joined our Companies over the age of 46 and receive a line number and be included to all benefits of the Association.

In our discussion of the letter at the meeting (and many times before that), we have discussed that there is NO REASON that any member that achieves a New Jersey Firefighter Certification recognized by NJ Division of Fire Safety should be denied a line number. These members are fully certified interior structural firefighters and risk their lives just as others that joined below the age of 46. This hit at home with us knowing that we have several active members presently on our membership roles that do not have a line number but perform every duty as the others. It appears and feels to our membership that the State Association fails to recognize these members in all facets, although qualified by NJDFS, but not the State Association. We discussed about drafting a Resolution to address such issue, but we know this lies with needing the State Association to discuss and get the law amended with the NJ State Legislature and we implore you to start this discussion and get this law amended now.

One member's previous conversations with President Heflich (at the time) and our County Executive Committeeman indicated the reason it is not discussed or considered is because this would reduce the death benefit amount (their words, not our). Response at our meeting, and all members agreed, NOT ONE MEMBER cares (and don't believe any other member from any Association would either) if the death benefit is reduced to accommodate these members as long as they were covered. It is clear age discrimination that they are not included noting they all go through the same training as anyone 18-45 yet they are excluded due to this clearly discriminatory Law. The Law needs to be amended to include these members.

RECEIVED
2019 APR 30 A 10:31
NEW JERSEY STATE FIREMEN'S ASSOCIATION

RE: 40A:14-56 Exempt fireman certificate; eligibility

We have already done the duty of informing a family of our membership that their family member was not covered by the State Association because of their age when they joined even though they performed every duty as the other members. This is not an easy feeling however we do it and more. We fund raise so that we can bury our member with dignity and ease the burden to the family.

Any firefighter that joins our membership that is age 46 and over well knows that they will be denied membership to the State Association and the benefits of the Association however this DOES NOT deter them from joining. They join to serve their community however they should be included in the benefits every other NJ State Qualified FF1 firefighter receives!

We ask that you acknowledge this letter with an answer to not just our local Association but to the entire membership of the State Association that you will act on this.

Should you choose not to address this letter and request, this subject will be brought to the floor of the Convention. However, we would rather have you report a positive response that you are in contact with the Legislature and working to amend this law to include all members that put their lives on the line, despite any age when joining.

As Mr. Mercora closes his letter, we agree with him in stating we truly hope that 2019 is the year that the State Association recognizes and appreciates these firefighters by relaxing the restrictive and harmful age rule and amends this law.

Sincerely,

A handwritten signature in black ink, appearing to read 'Carmine Caruso', written in a cursive style.

Carmine Caruso, Secretary
Aberdeen Township Firemen's Relief Association

CC: Aberdeen Township Hose & Chemical Co. #1
Cliffwood Volunteer Fire Company

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South • Wall Township, New Jersey 07727

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Frank P. Cavallo, Esq., Counsel

Thomas J. Pelaia, Secretary
Brian R. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
James J. Kenny, Field Examiner

May 9, 2019

Robert Ordway, President
New Jersey State Firemen's Assoc.
1711 Route 34 South
Wall Township, NJ 07727

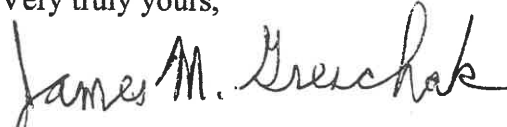
Dear Mr. President:

The Finance Committee held its regular quarterly meeting on Thursday, May 9, 2019 at the Wall Township office. The Committee conducted an in-depth audit of the Association accounts for the quarter ending March 31, 2019. Treasurer Barry Osborn was available if needed for any clarification.

This review found that all accounts were correct covering operating expenses for the office, General Fund, Burial Fund, Pension, Money Market, General Checking, Assessment and Special Relief Accounts. The cancelled checks were reconciled with the bank statements, the vouchers and ledger entries. The Association's income was found to be properly credited in the journal as shown by the bank statements and the credit and debit documents.

The Committee considers the accounts of the Association to be in satisfactory condition and has no recommendation to make at this time.

Very truly yours,


JAMES M. GRESCHAK, CHAIRMAN


ROBERT C. KEPLER, JR.


EDWARD PETTIT, JR.



NEW JERSEY STATE FIREMEN'S ASSOCIATION
EXECUTIVE COMMITTEEMAN — ESSEX COUNTY

Richard C. Otterbein
18 Sunset Road
West Caldwell, NJ 07006

Home: 973-226-3446
Cell: 973-809-3004
Email: rotterbein@yahoo.com

MEMORANDUM

Date: May 5, 2019

To: Officers and Executive Committee
From: Rich Otterbein, Essex

Subject: Firemen's Home Report

The following report is intended to update the NJSFA on recent Firemen's Home activity.

Home Committee Chairman Otterbein attended the Memory Care Unit bid opening meeting held on Thursday, April 4, 2019. Bids were received from 5 of 12 potential bidders. The bids presented were as follows:

<u>Vendor</u>	<u>Base Bid</u>	<u>Alternate Bid</u>
Belmont Const.	\$5,943,000	AB-01 +\$54,000; AB-02 -\$16,000
Brockwell	\$6,620,000	AB-01 +\$100,000; AB-02 -\$110,000
GPC	\$6,900,000	AB-01 +\$60,000; AB-02 -\$200,000
M&M	\$6,960,000	AB-01 +\$40,000; AB-02 -\$20,000
UniMak	\$5,424,000	AB-01 +\$53,000; AB-02 -\$15,000

AB-01 Recoating all existing EIFS exterior walls to remain on the Dorm A

AB-02 Installation only for selected Owner provided Food Service Equipment

Home Committee Chairman Otterbein, President Ordway and Vice President Hankins attended the April 13, 2019 Full Board of Managers meeting. Minutes of the meeting are attached to this report.

Among the business items discussed was Resolution 8-2019 to award the Memory Care contract to Belmont Construction for \$5,943,000. The Managers voted to reject (Resolution 7-2019) the bid of UniMak, LLC, as being non-responsive.

During the meeting, President Ordway requested clarification of some items relative to the bid as advertised/received. President Ordway asked Solicitor Ward (the Home's Attorney) whether the selected bidder's (Belmont) bid included the recently developed costs dealing with electrical infrastructure, driveway expansion, alarm system and upgrading the entrance area. Solicitor Ward responded the bid did not include these additional items.

You will recall, the original cost estimate by the Spiezle Architectural Group was \$5,300,000 in early 2018. Upon learning of these additional needs, the estimate was revised to a new figure of \$6,484,624.

After some additional internal discussion, on April 15, 2019, President Ordway requested further clarification from Solicitor Ward. A response to the following questions was requested:

"Good afternoon,

I need some clarification on some items relative to the bid advertised/received.

- 1. Was the driveway and pad area to the new elevator included in the bid? If not, what is the estimate for this additional cost?*
- 2. Was all of the new electrical work & upgrade of old electrical wiring necessary for the construction of the Memory Care wing included in the bid? If not, what is the estimate for this additional cost?*
- 3. There was concern about the additional electrical load that would be needed. Where all costs related to increasing the load accounted for in the received bid? If not, what is the estimate for this additional cost?*
- 4. Was the alarm system in the new dorm included in the bid and were all connectivity costs to the existing alarm system included in the bid? If not, what was not included and what is the estimate for any additional costs?*
- 5. Was the upgrade to the entrance to make it "secure" included in the bid? Are all other entrances to be secured, including the ramp door by the lunch room? If these items were not included in the bid, what are the estimated additional costs for these items?*

Thank you for your anticipated response.

*Robert F. Ordway
Robert F. Ordway, President"*

On April 17, 2019, Solicitor Ward responded as follows:

"Rob, in reply to your email of April 15, 2019, be advised as follows:

- 1. Yes*
- 2. Yes*
- 3. Yes*
- 4. Yes*
- 5. Security is part of the entire facility and is not directed primarily at the Memory Care Unit. All ingress-egress security is being reviewed. Design costs of Spiezle Architectural Group is \$35,945.00 (Resolution 4-2019). This is an operational expense of the Home.*

Should you have any further questions, please advise.

Very truly yours,

*Tom
Thomas H. Ward, Esquire"*

The next Full Home Board Meeting will be July 13, 2019 at 9:30 AM; Executive Board Meetings will be held on May 11 and June 8, 2019 at 9:00 AM.

Respectfully submitted,

Rich Otterbein
Home Committee Chairman

NEW JERSEY STATE FIREMEN'S ASSOCIATION

1711 Route 34 South, Wall Township, New Jersey
Telephone: (800) 852-0137

Robert F. Ordway, President
Joseph T. Hankins, Vice President
Barry J. Osborn, CPA, Treasurer
Thomas J. Pelaia, Secretary
Brian E. Martone, 1st Asst. Secretary
Richard K. Dreby, 2nd Asst. Secretary
Frank P. Cavallo, Esq., Counsel

ADVISORY COMMITTEE

Konrad Mellert
Francis X. Walker
James F. Reeves
Barry J. Osborn, CPA, Secretary-Treasurer
James J. Kenny, Field Examiner
Gary D. Schwartz, M.D. Consultant

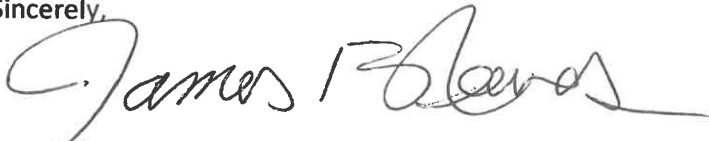
DATE: May 18, 2019

To: Executive Committee

The Health Care Committee Report:

- Date May 18, 2019
- Home Care Applications Approved: 16
- Assisted Living/Long Term Care Applications Approved: 5
- Total Applications Approved: 21
- Total Paid to Date: 72,747.12
- 2018 Home Care Applications Approved: 9
- 2018 Assisted Living/Long Term Care Applications Approved: 26
- 2018 Total Applications Approved: 44
- 2018 Total Paid to Date: \$141,376.99

Sincerely,



James Reeves
Health Care Committee

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Legislative Committee Report

May 16, 2019

To: Officers & All Members of the Executive Committee,

Bill A4285, Firefighter Cancer Registry Act of 2019 was signed into law by the Governor this week. Which brings the total signed bills from our tracking lists to four.

Since the last Executive Committee Meeting I went through our complete list of tracked bills and deleted some that were duplicates and added in error. Since the last meeting there were nine new bills that were added into the categories of, Fire & Emergency Services, Fire Districts, or Pensions. This brings the total of tracked bills to 243, with 161 from Fire & Emergency Services, 32 from Fire Districts, and 50 from Pensions. Total bills that were introduced for the 218th Legislative Session (2018-2019) are, 9,975.

The Annual Legislative Committee Meeting was held on Saturday, March 23, 2019 at 9:00 am, thank you to all who attended and helped out. The bills that we voted on as a committee totaled 54 with 48 of them being in support of, 2 opposed, and 4 no action taken. If anyone would like copies of any of the bills or the meeting's minutes please don't hesitate to ask me.

Respectfully Submitted,



Brian E. Martone
Legislative Committee Chairman
First Assistant Secretary

NEW JERSEY STATE FIREMEN'S ASSOCIATION

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Richard K. Dreby, 2nd Asst. Secretary
James J. Kenny, Field Examiner

TO: Executive Committee

FROM: Daniel Speigel, Chairperson
Long-Range Planning Committee

SUBJECT: Committee Meeting - 5/13/2019

DATE: 5/13/2019

The Committee met on Monday, 5/13/19 with the following members present:

D. Speigel, R. Kelly, J. Lane, A. Mazzarella, G. Naylis, G. Roemmich, R. Ordway, J. Hankins, T. Pelaia, B. Osborn

The Committee recognizes that some items that will be part of ongoing discussions and review at the Long-Range Planning Committee may fall under another Committees scope and no offense is intended to those Committees.

The following topics will be presented at the Executive Committee meeting on Saturday, 5/18/19, for a vote to adopt:

1. Effective 7/1/2019, raise the Burial Benefit to an "up to" amount of \$12,000.00, and the LODD Benefit to \$36,000.00.
2. Effective 7/1/2019, raise the Health Care Benefit to a reimbursement amount of up to \$1,000.00/month towards their "NET" costs and for now continue the limitation to members only (not spouses).

The following topics were discussed and will be revisited/discussed/researched at future committee meetings before being presented to the Executive Committee:

1. Change the Relief Scale to set the maximum combined Local & Special Relief at \$7,500.00.
2. Associations receiving Subsidy would have the Local Relief paid out using State Office funds instead of their local treasury. The Local Association would still be responsible for Supplementary payments.
3. Supplementary Relief would start after the \$7,500.00 maximum has been met.
4. Supplementary Relief could possibly be increased to a maximum of Four (4) times the Local Level.
5. The issue of covering spouses for the Health Care program will be revisited for a possible inclusion in 2020. It should be noted that if the "need" criteria is met, the spouse costs could be handled through regular relief applications.
6. In conjunction with the increase in State Office paid programs, review the 52%/48% split of Insurance funds to see if change is needed to make sure the increase in outgoing benefits for our members are covered.
7. Continue to monitor the "A Gift from Capt. Buscio" program to see if additional locations are added to promote annual physicals. Currently, there are four (4) locations in Bergen, Burlington, Essex & Hudson.

8. Develop a cancer screening program similar to the "Capt. Buscio" program with various providers around the State.
9. Put together Literature to distribute to the Local Associations on companies that offer credit counseling and also a guidance document or PowerPoint/PDF on how to develop and stick to a household budget.
10. Put together Literature on Funeral planning so that members can plan ahead and make it easier on the surviving family members upon their passing.
11. Develop a Benefits PowerPoint/PDF for general membership.
12. Develop a training program on Relief Applications for the local Trustees.
13. Look at the possibility of having a short training session early Friday morning at the Convention.
14. Investigate possible acceptance of scanned/mailed documents for the three mandatory hard copy reports.
15. Review what "Subsidy" limitations/penalties are applied to Local Associations that receive a Subsidy boost to their May 15th deposit.

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May 21, 2019

Elizabeth Maher Muoio, Treasurer
State of New Jersey
Department of the Treasury
Post Office Box 002
Trenton, New Jersey 08625-0002

Dear Treasurer Maher Muoio,

I am enclosing the Resolution and Requisition, properly executed for the withdrawal of the monies in your control since the last collection.

As we must prepare for the meeting of our Executive Committee in July, I would appreciate your advising me as to the approximate amount we receive as close to the first week of July as possible.

Thank you for your attention to this matter.

Very truly yours,



Barry J. Osborn
Treasurer

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Executive Committee Meeting
May 18, 2019

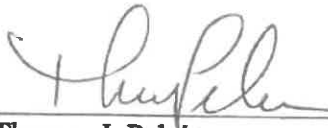
RESOLUTION re: REQUISITION ON THE STATE TREASURER

WHEREAS, the Statute provides that the Executive Committee make requisition on the State Treasurer.

BE IT RESOLVED, That in compliance with Chapter 75 and 76, Law of 1922, R.S. 43:17-35 and 54:18-4 as amended by P.L. 1955, Chapter 30, requisition be made to the State Treasurer for the payment due the New Jersey State Firemen's Association of the monies collected by him from Insurance Companies foreign to New Jersey for Fire Insurance Taxes, to the Treasurer of the New Jersey State Firemen's Association.

I, Thomas J. Pelaia, Secretary of the New Jersey State Firemen's Association do hereby certify that the above is a true copy of a resolution adopted by the Executive Committee of said Association at a meeting held May 18, 2019.


Robert F. Ordway
President


Thomas J. Pelaia
Secretary

NEW JERSEY STATE FIREMEN'S ASSOCIATION

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RESOLUTION

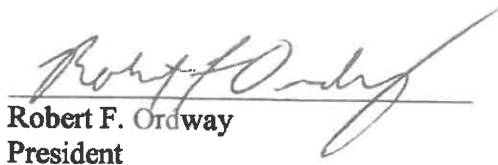
I, Thomas J. Pelaia, Secretary of the New Jersey State Firemen's Association do hereby certify that the following is a true copy of the Resolution passed by the Executive Committee of said Association at a meeting held on May 18, 2019.

Resolved: That the pursuant to the authority of Chapter 75-76, Law of 1922, R.S. 43:17-35 and 54:18-4, as Amended by P.L. 1955, Chapter 30, requisition be made to the State Treasurer for the payment due the New Jersey State Firemen's Association of the monies collected by him from Insurance Companies foreign to New Jersey for Fire Insurance Taxes, to the Treasurer of the New Jersey Sate Firemen's Association.



Thomas J. Pelaia
Secretary

ATTEST:



Robert F. Ordway
President

NEW JERSEY STATE FIREMEN'S ASSOCIATION
COMPARATIVE PROJECTED ACTUAL TO BUDGET - CORRECTED

	2018-2019	Projected	2019-2020
	Budget	Actual	Budget
Income			
Tax Income	32,000,000	32,027,179	32,500,000
Investment Income	1,700,000	1,768,700	1,700,000
State of New Jersey-999 Account	3,900,000	6,806,216	6,000,000
Miscellaneous	-	6,630	-
Total	37,600,000	40,608,725	40,200,000
Disbursements			
Auditing (CPA)	50,000	44,500	50,000
Committees:			
Advisory	22,500	14,200	24,000
Executive	200,000	177,005	200,000
Legislative	9,000	19,092	61,000
Special	15,000	6,330	15,000
Computer equipment & operations	200,000	177,009	160,000
Convention	330,000	293,498	320,000
Insurance	530,000	535,300	545,000
Legal	75,000	41,367	75,000
Occupancy	90,000	87,307	90,000
Office equipment & expenses	70,000	48,988	90,000
Office rent	88,519	17,737	-
Pension contribution	200,000	302,861	330,000
Postage & parcel post	40,000	27,582	40,000
Salaries	695,000	677,364	690,500
Payroll taxes	80,000	75,715	80,000
Subsidy	55,000	68,687	65,000
Telephone	15,000	9,404	12,000
Vehicle	50,000	35,669	50,000
Total Operations	2,815,019	2,659,615	2,897,500
Burial claims*	10,281,250	10,034,500	10,500,000
NJ Firemen's Home	10,521,500	12,239,400	12,239,400
Tax distribution	14,800,000	15,210,422	15,300,000
Total	38,417,769	40,143,937	40,936,900
Excess Income/Reserve	(817,769)	464,788	(736,900)
*Budgeted Burial Benefit			
Benefit 2019-2020-12,000(2.13% increase, 875 claims)			
Benefit 2018-2019-11,750(2.17% increase, 875 claims)			
Benefit 2017-2018-11,500(no increase, 875 claims)			
Benefit 2016-2017-11,500(2.22% increase, 875 claims)			
Benefit 2015-2016-11,250(4.65% increase, 875 claims)			



NEW JERSEY STATE FIREMEN'S ASSOCIATION

EXECUTIVE COMMITTEE - HUNTERDON COUNTY

JOHN R. PHILLIPS
P.O. BOX 325
MILFORD, NJ 08848-0325
Home: 908-995-9543
Work: 908-995-9543

May 9, 2019

To: Executive Committee

From: John Phillips, Chairman Salary Committee
Stephen Fazekas
Richard Otterbein
Daniel Mitchell
Alan Kurdyla

Re: 2019/2020 Salary Guide

Attached is the proposed salary guide for 2019/2020 starting on October 1st, 2019. The increases are based on the average CPI for the state as voted on at Convention previously.

The starting salaries were adjusted in 2018. A 2% pool of money has been set aside to be distributed to the office staff at the discretion of the Executive Officers.

This recommendation will be discussed at the May Executive meeting and will be voted on at that time.

If you have any questions feel free to call me at 908-930-7375

Respectfully,


John R Phillips
Salary Committee Chairman

Salary Proposal to take effect 10/1/2019

Position Salary	Starting Salary	2018/2019	2%Increase	2019/2020
President	76,955.00	79,995.00	1599.90	81,594.90
Vice President	61,563.00	70,563.00	1411.26	71,974.26
Treasurer	61,563.00	82,074.00	1641.48	83,715.48
Secretary	49,724.00	53,724.00	1074.48	54,798.48
1st Asst Sec	12,369.00	12,369.00	247.38	12,616.38
2nd Asst Sec	9683.00	9683.00	193.66	9876.66
Field Examine	52,530.00	55,682.00	1113.64	56,795.64
Attorney	29,625.00	32,180.00	643.60	32,823.60
Exec Committee	8635.00	8635.00	172.70	8,807.70

Note: Starting Salary was adjusted in 2018 and not due to be adjusted again until 2021

5/9/2019

2019 CONVENTION EXPENSE ALLOWANCE

COUNTY	DELEGATE EXPENSE FOR		LIFE MEMBER EXPENSE FOR	
	ATTENDING BOTH SESSIONS		ATTENDING BOTH SESSIONS	
	<u>W/LODGING</u>	<u>COMMUTE ONLY</u>	<u>W/LODGING</u>	<u>COMMUTE ONLY</u>
ATLANTIC	\$682	\$224	\$341	\$112
BERGEN	\$806	\$473	\$403	\$236
BURLINGTON	\$726	\$313	\$363	\$156
CAMDEN	\$723	\$306	\$362	\$153
CAPE MAY	\$651	\$162	\$326	\$81
CUMBERLAND	\$691	\$242	\$346	\$121
ESSEX	\$791	\$442	\$396	\$221
GLOUCESTER	\$716	\$291	\$358	\$146
HUDSON	\$798	\$455	\$399	\$228
HUNTERDON	\$770	\$399	\$385	\$200
MERCER	\$744	\$347	\$372	\$174
MIDDLESEX	\$770	\$399	\$385	\$200
MONMOUTH	\$752	\$365	\$376	\$182
MORRIS	\$793	\$447	\$397	\$223
OCEAN	\$730	\$319	\$365	\$160
PASSAIC	\$806	\$473	\$403	\$236
SALEM	\$709	\$278	\$355	\$139
SOMERSET	\$772	\$404	\$386	\$202
SUSSEX	\$813	\$486	\$407	\$243
UNION	\$785	\$429	\$393	\$215
WARREN	\$800	\$460	\$400	\$230
NOTE: ATTENDANCE AT ONE SESSION IS 1/2 OF THE ALLOWABLE EXPENSE FOR ATTENDING BOTH SESSIONS				
\$100 DEDUCTION FOR DELEGATES WHO DID NOT ATTEND COUNTY CAUCUS (N/A - LIFE MEMBERS)				
TOTAL EXPENSES LISTED COMPILED BY FORMULA INCLUDING LODGING, FOOD & TRAVEL AS APPROVED BY THE EXECUTIVE COMMITTEE				
				Rev. 02/23/2019